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MINUTES OF THE PERSONNEL POLICY BOARD - 5 June 1952

C/SSD called the meeting together with DC/MS, AC/PCD, C/TSD, Special Assistant to the Chief and C/SSD in attendance. He gave a brief summary of the last meeting explaining that the program by C/PCD was considered too long and it was decided that he should incorporate their ideas into a new career program. Nothing more can be done on this until C/PCD returns. Also there were a few ideas as how to equalize between Headquarters personnel and those in the field. One feeling was that we could bring technicians on to Headquarters slots and freeze their promotions. Another suggestion was that the technicians could be given a temporary grade raise and it could be reduced again when the technicians go overseas. C/ASD did not agree with this idea as he felt that if an individual at Headquarters is in a GS-9 or a GS-11 slot he should be given that grade. He also felt that Headquarters personnel should not be demoted; but he did not have an answer as how to get Headquarters personnel to the field if they won't take a grade cut.

At the last meeting DC/MS had proposed that the ideal solution to the problem would be to get all slots on the Medical Office T/O. This program was presented in November to C/MS but at that time he was not too receptive to the idea. DC/MS represented it again last week and C/MS discussed its possibilities with Col. White. ADD/A thought it was not feasible at this time and doubted that it would even be feasible by the Operating Offices. He offered as a compromise that the field grades be raised.

25X9

DC/MS and C/SSD drew up a chart of new grades for field personnel. Out of approximately [REDACTED] GS-8's. The GS-9's were the medical administrators and the GS-8's were the medical technicians. Next week C/MS should plan to talk to a DD/P executive and present this chart to him since most of the projects are under his jurisdiction. This, of course, is no guarantee that anything will come of this plan but the idea of putting all people on the Medical Office T/O is definitely out.

AC/PCD requested to know the present titles, grades and the blocking grades of all male personnel in the Medical in Headquarters. They are as follows:

Name	Position	Present Grade	Blocking Grade
[REDACTED]	(Acting) Physical Requirements Officer	8	9
[REDACTED]	(Acting) Chief, Laboratory Technician	[REDACTED]	[REDACTED]

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25X9



25X9 C/SSD wants to hold the line for two more years on Headquarters grades until they get their overseas duty or until the field grades are raised. There are [redacted] slots in Headquarters but actually only 4 or 5 headquarters personnel who are eligible to rotate to the field.

25X9 DC/MS feels that out of the [redacted] technicians in the field there must be a few who are capable of handling the GS-11 slots as well as our headquarters personnel. The point of the career program is if they want to make the Agency a career they should have an equal opportunity for these "desireable" positions.

25X1A9a The question of [redacted] was brought up. It seems that he was put on PCD's T/O without C/SSD's approval. Although C/ASD had checked with SSD, through some error he was not informed of it. In the future no action should be taken on the transfer of technicians to other divisions without C/SSD's personal approval.

25X1A6a At present there are [redacted] on [redacted] and 25X1A6a
25X1A2d1 1 on the [redacted] project. C/SSD feels that these U. S. openings should be filled by the returning technicians from overseas who don't have an opening in Headquarters. Instead of [redacted]

25X1A the purpose of rotation.

25X1A

In regards to female nurses, C/SSD and DC/MS agreed that there would be only two openings for them overseas at the very maximum. The male technicians are so much more practical that it was felt that no offer should be made to the nurses for an opportunity overseas. As yet there have not requests for them.

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The following recommendations were made and approved by the Personnel Policy Board on the Career Management Program:

1. New pay schedule for overseas slots will be presented to DD/P to equalize the grades in headquarters and the field.

A short discussion followed explaining that an overseas assignment was not in the least undesirable any more. It was brought out that extra compensation was given was given to overseas personnel as inducement and in most cases, free housing. A man with his family overseas receives \$1500 a year and a single man \$1200 for housing. Taking your family with you is not too much of a problem anymore; but there is still quite a delay in most FE areas. C/SSD remarked that every CIA employee in [redacted] has the use of an Agency car.

25X1A

- 25X1A 2. All [redacted] slots will be considered headquarters slots for the purpose of the Career Management Program and not field slots.

3. All personnel will be frozen in headquarters grades equivalent to overseas grades until such time as rotation is accomplished. In the event that overseas grades are raised, headquarters grades would be raised to the equivalent level. In cases where there were specific hardships, there will be an appearance of the individual before the Personnel Policy Board.

DC/MS proposed a survey be made by SSD to choose 4 to 6 of the most competent technicians in the field and bring them back to the United States to let them get a chance to work in the Headquarters job. These men will be replaced by Headquarters personnel with DD/P's approval. By doing this, the program will get started immediately. DC/MS feels that all Agency personnel in [redacted] should be brought back to the United States in one year.

- 25X1A6a
25X1A9a 4. Promotion above a GS-9 will require overseas duty as a prerequisite. [redacted] dissented.

It was the general consensus of this group that a person who is making a career of the Agency must get overseas or the field personnel with experience in both headquarters and overseas will be more valuable in the future to an Intelligence agency.

5. Category III under Rotation as presented in the program by C/ASD was revised. Any aggregate tours totaling twelve months: generally TDY of specific detail assignment.

It was decided that there was no need to ask the Personnel Policy Board if a man could be sent overseas. When it had been agreed by C/SSD, Personnel Officer and the Division Chief concerned, then the board should be notified.